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INTERREGIONAL SEMINAR ON NATIONAL MACHINERY TO ACCELERATE THE INTEGRATION OF WOMEN IN DEVELOPMENT AND TO ELIMINATE DISCRIMINATION ON GROUNDS OF SEX

(organized by the United Nations in co-operation with the Government of Canada)

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III. ORGANIZATIONAL CHARTS OF AND NOTES ON NATIONAL MACHINERY IN SEVEN SELECTED COUNTRIES

INTRODUCTION

A. Organization of the seminar

1. The 1974 Interregional Seminar on National Machinery to Accelerate the Integration of Women in Development and to Eliminate Discrimination on Grounds of Sex, is part of the programme of technical co-operation initiated by the General Assembly in its resolution 926 (X). Under this resolution, the Secretary-General is authorized to make provision for the holding of seminars.

2. The seminar was held at Ottawa, Canada, from 4 to 17 September 1974.

B. Attendance

3. Participants attended the seminar from the following 28 countries which are Member States of the United Nations: Argentina, Austria, Brazil, Bulgaria, Canada, Colombia, Egypt, France, Ghana, Guatemala, India, Indonesia, Jamaica, Kenya, Lebanon, Malaysia, Mali, the Netherlands, Peru, the Philippines, Poland, Spain, the Sudan, Sweden, Union of Soviet Socialist Republics, United Kingdom of Great Britain and Northern Ireland, United States of America and Yugoslavia. An observer was present from Australia.

4. The United Nations Children's Fund was represented at the seminar. The following specialized agencies were also represented: the International Labour Organisation, Food and Agriculture Organization of the United Nations, United Nations Educational, Scientific and Cultural Organization and World Health Organization. The following intergovernmental organization was also present: Arab Commission on Women.

5. Representatives of the following non-governmental organizations in consultative status with the Economic and Social Council attended the seminar as observers: category I - International Confederation of Free Trade Unions, International Council on Social Welfare, International Planned Parenthood Federation, World Federation of United Nations Associations; category II - All India Women's Conference; Associated Country Women of the World, the Commission of the Churches on International Affairs, International Council of Jewish Women, International Federation of Business and Professional Women, International Federation of University Women, Pan-Pacific and South-East Asia Women's Association, St. Joan's International Alliance, World Union of Catholic Women's Organizations, World Young Women's Christian Association, Zonta International.

C. Opening of the seminar and election of officers

6. The Secretary of State for External Affairs for Canada addressed the inaugural meeting of the seminar on behalf of the host Government. The Assistant Secretary-General for Social Development and Humanitarian Affairs opened the seminar on behalf of the Secretary-General of the United Nations.

7. The following officers were unanimously elected:

Rita Cadieux (Canada), Chairman

Svetla Dafkalova (Bulgaria), Vice-Chairman

Consuelo Ruiz Scheel (Guatemala), Vice-Chairman

Leticia Ramos Shahani (Philippines), Vice-Chairman

Fatma Abdel Mahmoud (Sudan), Rapporteur

8. The Assistant Secretary-General for Social Development and Humanitarian Affairs and the Deputy Director of the Centre for Social Development and Humanitarian Affairs represented the Secretary-General.

D. Agenda

9. The seminar adopted the following agenda:

1. General review of various types of national machinery already in existence:

   (a) Nature and membership;

   (b) Main functions and structure;

   (c) Liaison at the national, regional and international levels.

2. Desirable substantive functions that national machinery may perform:

   (a) Data collection and analysis;

   (b) Formulation of policies and programmes and follow-up action;

   (c) Consideration of complaints;

   (d) Information and education;

   (e) Other.

3. Various considerations which apply to the establishment and organization of national machinery:

   (a) Methods of establishment, nature and financing;

   (b) Membership and organizational structure;

   (c) Desirable forms of relationship with public and private bodies, at the local and national levels;

   (d) Desirable forms of relationship with regional and international bodies (e.g. intergovernmental regional organizations including regional commissions on the status of women, regional economic commissions, United Nations Commission on the Status of Women, specialized agencies and non-governmental organizations).

4. Conclusions.

I. GENERAL REVIEW OF VARIOUS TYPES OF NATIONAL MACHINERY ALREADY IN EXISTENCE

10. Item 1 of the agenda was considered from the second to the sixth meetings on 5, 6 and 9 September 1974. Freda Paltiel (Canada), the resource consultant for the item, acted as discussion leader.

11. In her introductory statement the discussion leader emphasized the clear consensus which had emerged from the World Population Conference, held at Bucharest, 19-30 August 1974, that women were entitled to full integration and participation in the economic, political, cultural and social processes of society. This was a fundamental aspect of human rights and an essential factor in the development process. She noted that the seminar, by addressing itself to the question of machinery, was clearly focusing on how the integration of women could best be achieved. She suggested to the participants a number of issues which could lead to useful discussion regarding the structures and processes necessary for taking stock of the results so far achieved in the integration of women in development and for taking steps to consolidate the process, namely:

(a) Countries which were introducing new machinery might wish to consider moving directly into policies and structures which integrate status of women concerns or whether it was necessary to undergo an evolution starting with an appraisal of the position of woman as a first step in policy analysis, leading to the establishment of special machinery to deal specifically with the improvement of the status of women and their integration in development;

(b) The extent to which any country could build on the experience of another;

(c) The necessary link between machinery and its effectiveness and educational policies in various fields;

(d) The question whether total integration of women in the development process could be achieved through piecemeal solutions and sectoral policies.

A. General principles

12. Participants agreed that the full integration of women in the total development effort on an equal footing with men was not only a matter of equity but also an indispensable requisite to the achievement of the aims of development. It was noted that in a number of instances considerable progress had been made in the advancement of the position of women in society, as demonstrated by detailed statistics on the employment of women furnished by some participants, while in many other cases women, particularly in rural areas, continued to form the bulk of the illiterate, the unskilled, the unemployed and the poverty-stricken sections of the population.

13. There was a consensus that over-all economic and social progress did not automatically benefit women and place them in the mainstream of development as full

partners with men. At the highest level women rarely had a voice in the formulation of policies on broad issues affecting the development of society. At the lowest level, women frequently did not benefit from the modernization process, as in the case of rural women who, in many parts of the world, continued to labour under conditions similar to those prevailing centuries ago. Furthermore, education per se did not automatically help women to achieve equality and integration. In this connexion the experience of some countries was cited where a period of high educational attainment for women was not matched with extended responsibilities in society, the predominant cultural values placing women squarely in supportive roles and most frequently confined to the home.

14. Participants recognized that special efforts on behalf of women had been and would be necessary to help them overcome the handicaps with which they entered all sectors of society perpetuated for centuries by deep-rooted attitudes, beliefs and practices based on the idea that women were inferior to men. The participants therefore welcomed the convening of the seminar which would permit them to pool among themselves the knowledge and experience gained in the establishment of bodies to review and evaluate women's positions, as well as recommend and implement measures and priorities to ensure the full participation of women in all sectors of national life on an equal footing with men.

B. Nature, functions and structure

15. Participants were fully aware of the fact that no model machinery existed, and that special bodies had to be adapted to the unique and complex fabric of the society they wished to serve and to the actual position of women in that society. The information supplied by participants showed that the nature, functions and structure of the existing machinery reflected very closely the specific concerns of individual countries, particularly with respect to national aims of development and to the cultural framework within which the advancement of women was to take place. In various instances, for example, the emphasis was put on the changing roles of men and women in society and the achievement of total equality between the sexes in all walks of life including the actual sharing of family responsibilities and the establishment of bodies created to achieve this goal. In other cases, however, it was noted that the place of women in the home should be preserved and that policies and efforts on behalf of women had until then attempted to avoid creating antagonism between the sexes and preserve the harmonious relationship between the two.

16. Various participants indicated that special efforts on behalf of women had been successful because the official stand of the Governments concerned on matters relating to the integration of women in development had been one of active co-operation and commitment. In this connexion reference was made to the International Development Strategy for the Second United Nations Development Decade which stated that Governments should plan for the integration of women in the full development effort, meaning specifically, to enable them to share equally in the benefits of development and to have equal opportunities to contribute to planning and decision-making relating to development and to assist in its implementation.

17. A number of participants referred to the enactment of broad national policy directives leading towards affirmative action programmes for the promotion of

women and their integration in the total development effort on an equal footing with men, or to the official commitment made by the Government or the Head of State to achieve equality and ensure the full integration of women in the development process.

18. In various instances the very important role played by non-governmental organizations in bringing about the creation of long-needed machinery was emphasized and a variety of examples were given where the indifference or apathy of government officials had been overcome through the persistent efforts of women's groups and individual women. It was also said that the political power of voluntary organizations, especially women's organizations as representatives of all women and of the entire spectrum of their needs and aspirations, was no longer dismissed by politicians. Hence the very useful contribution of these groups to the achievement of changes recommended to policy-making bodies by newly established machinery, which might otherwise have remained a dead letter.

19. Participants, in many cases, emphasized that the success of machinery depended very much on the popular support for its activities, both from women and men. They stressed, therefore, the role of the mass communication media in informing and involving the public and the importance of establishing machinery which was truly representative of all prevailing views on the subject.

20. Although participants agreed that legal equality did not, in and by itself, bring about de facto equality between men and women nor the full integration of women in the total development effort on an equal footing with men, mention was made in various instances of the establishment of law reform commissions or similar bodies studying the legal position of women and keeping under review, on a continuing and systematic basis, laws passed by legislative bodies with a view to making recommendations for the improvement, modernization and reform of the law so that anachronisms and anomalies were removed. In a few cases it was indicated that law enforcement or anti-discrimination agencies were, or would be, dealing with the administration of laws prohibiting discrimination on a number of grounds, including sex. The view was expressed that without such administrative or implementing bodies, anti-discrimination legislation could be meaningless.

21. At least one country reported long-established effective machinery for enforcing equal pay for comparable work; and separate machinery to enforce a law prohibiting discrimination in all aspects of employment. Government contractors, in addition to applying non-discriminatory practices, were required to survey their forces to determine job categories in which women and minorities were under-utilized in proportion to their availability in the work force and to establish goals and time-tables for correcting the deficiencies. More recently, a law prohibiting discrimination in admissions to, and student benefits in, educational institutions receiving financial assistance from the Government had been passed and was being enforced by the agency having responsibility for education.

C. Types of machinery

22. Information furnished by participants showed that in some instances there was a multiplicity of bodies dealing with the increased complexity of problems facing women in modern society and trying to speed up progress. In such cases efforts had been or were being made to avoid dispersal of activities through better co-ordination of existing bodies or their consolidation into more viable types of machinery.

23. From the information supplied by participants relating to the situation in their respective countries, it was possible to distinguish the types of machinery described below: 1/

National commissions or committees on the status of women or councils of equality

24. From the discussions it appeared that the main features of existing national commissions or councils of equality were:

(a) They have been appointed by the Head of State, by a government agency or by legislative act or decree;

(b) They were composed of leading women (and often also men) with experience in key areas of public life (e.g., in government, education, employment, industry, social welfare etc.);

(c) They had a mandate to formulate broad policies for improving the status of women and for ensuring their full participation at all levels of national life or measures to bring about equality between men and women.

In one country where there was a council of equality, the five members worked under the direct supervision of the Prime Minister and his office. All the members belonged to the ruling political party and to the major trade union organization and other important groups. Within the government structure, the Council was responsible for making proposals for budget allocations and for drafting legislation on questions of interest or concern to women. Outside of the Government it could work openly as a pressure group in the public or private sectors. While the Council remained the sole decision-making body on matters relating to women, it worked in conjunction with two reference groups. The first was the General Council composed of 19 persons from a wide selection of political and non-political groups and the second was a group of 12 women composed of housewives and women from every occupational level.

25. A number of participants indicated that their Governments were actively considering the establishment of a national commission or similar body to deal comprehensively with the promotion of the status of women and their integration in development.

Special women's bureaux or units within a government department or ministry

26. Most participants reported the existence of special machinery within the ministries of labour, education and/or social affairs. Usually such bodies functioned as secretariats or as servicing or co-ordinating units to carry out the necessary research and formulate proposals for the advancement of women in the field of employment or social affairs to be considered by a decision-making

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1/ Detailed data on machinery existing at the national level may be found in the country papers submitted by participants. The papers are listed in annex I and are available in the Secretariat for consultation. See also annexes II and III.

body within the Government and to co-ordinate the work of voluntary and political organizations existing in the country.

27. Some participants mentioned the establishment of national advisory committees or councils to review problems relating to women's employment and conditions of work which were similar to women's bureaux. These were usually composed of representatives of the government departments concerned, employers, trade union representatives and other interested private organizations, affiliated to the ministry of labour or other ministry. They were reported to play an important role in changing policies and attitudes towards the employment of women. They were directed towards enabling women to make their full contribution to the economic life of their countries and to receive the full benefits of their labour. In some cases it was reported that liaison bodies were established to operate as a link between various interested departments as special advisers to the cabinet of the prime minister, as liaison between the Government and various women's groups, and/or as liaison bodies with intergovernmental organizations.

Other types of machinery

28. A few participants reported the existence of well-established units for women within the trade-union structure. This was the situation prevailing in those countries where trade unions played a most important part in ensuring equal opportunities for women and in promoting their welfare. Usually these units looked into all facets of women's employment and conditions and implemented decisions of the union related thereto. However, in a few instances the tendency to treat women's problems as an integrated whole, especially with regard to their integration in occupational life was said to be growing. In one country, for example, the trade unions included family councils in their central structure which deal with questions relating to equality between men and women. The trade unions in that country also adopted "family political reform programmes" which have played an important role in the achievement of equality between the sexes both in the labour market and in the society as a whole.

29. In some instances, national policies for women were reported to be formulated principally by well-organized units composed of women within, or affiliated to, the national political party structure. Their main functions usually were to strengthen the political interests and the participation of women in political life and to formulate recommendations for presentation to their political leaders or to the Government. In this sense, a direct liaison to the governmental bodies existed through the commissions on the status of women located in the relevant ministry.

30. Various participants reported the existence of powerful and very influential voluntary or non-governmental organizations which historically had been responsible for the promotion of the status of women and which worked in close contact either with political parties or with the relevant departments in the Government and/or with other existing machinery dealing with women's questions at the government level.

31. In one of the participating countries the function of eliminating discrimination on grounds of sex and the integration of women into social and economic development was an integral part of the whole self-management social system and a consciously planned effort.

II. DESIRABLE SUBSTANTIVE FUNCTIONS THAT NATIONAL MACHINERY MIGHT PERFORM

32. Item 2 of the agenda was considered from the 6th to the 10th meetings on 9, 10 and 11 September 1974. Yolanda Senties de Ballesteros (Mexico), the resource consultant for this item, acted as discussion leader.

33. In her introductory statement the discussion leader stated that women had been left out of the mainstream of the economy, that their activity had been closely confined to the realm of home and family, and that a close relationship existed between this fact, on the one hand, and the insufficient integration of women in the development process of many countries and the prevailing discrimination on grounds of sex, on the other. National and other types of machinery were needed to improve this situation. They could be considered as institutions assisting in the fight against machismo and discrimination on grounds of sex in political, economic and social life. She stated that the term machismo conveyed the exaltation of a false virility and male dominance and that it simultaneously limited the possibilities of both men and women to develop their potential and become full persons. It imposed upon them rigid sex-stereotyped roles which required men to be independent, aggressive and competitive and women to be dependent, submissive and self-denying. Concerning desirable substantive functions that national machinery might perform, the resource consultant among other things, stated that it was not enough for them to be clearing-houses for information on women. A change of attitudes was needed. New and more equitable attitudes towards the roles that women and men should play in society must be developed by both of them. Concerning data collection and analysis, she made a distinction between objective data, such as censuses, and subjective data, such as surveys and opinion polls. Both were necessary but it was the objective data which provided a solid base for the formulation of action-oriented programmes at the national level.

34. The main issues discussed by the participants were the need for data collection and analysis, the importance of policy formulation and follow-up action, the question of the consideration of complaints, and information and education.

A. Data collection and analysis

35. Participants agreed that the collection and analysis of data were of extreme importance in order to formulate policies and programmes designed for the full integration of women in development and the elimination of discrimination on grounds of sex. The view was expressed, however, that collection and analysis of data should not be an end in itself but a means to effective future action, and that over-reliance on data should be avoided.

36. Concerning objective data, the majority of the participants agreed that scientifically gathered and analysed data was essential for effective planning. It was stated that objective data was a strong weapon against prejudice. In light of the new readiness to examine data on, and perhaps improve, the situation of women, it was therefore essential to have up-to-date and readily available data.

37. Many participants referred to the statistical systems existing in their countries, where governmental offices were usually responsible for the gathering of data through the use of technical (such as computers) and human (such as

statisticians) resources. In various instances, these offices were said to use highly sophisticated means of obtaining and analysing statistics, but only in a few cases was it stated that the data available was differentiated by sex. Other participants mentioned the financial and technical difficulties of establishing or improving data centres. In this connexion it was pointed out that tremendous difficulties might be avoided if, from the beginning, relevant data-collection were sex-differentiated. Reference was made to the problems found by statisticians in their attempt to extract from existing general data, statistics relevant to women and to the assessment of their situation, in those countries where statistics had not until now been differentiated by sex. These statisticians were referred to as "statistical archeologists".

38. With respect to subjective data, which was usually gathered by asking sample groups of the population to answer specific questions, it was noted that the sample groups chosen were often all male and the results, it was claimed, applied to men and women. Furthermore, questionnaires and the analysis of replies usually reflected the values and biases of the researcher. It was felt, however, that surveys carried out with methods that facilitated the assessment of the social and economic situation of women might shed light on questions which were extremely important to their advancement. Recent research, for example, showed that the majority of women work for the same reasons the majority of men do: compelling economic necessity. They worked to support themselves and others. Reference was made to the existence of specialized independent research institutes and to data collection units within women's volunteer groups that were often subsidized by the Government.

39. There was a consensus among participants that both objective and subjective data should be accessible to the general public and not just to statisticians and government officials. In this connexion, several participants stated that the regular publication of scientifically gathered statistics was of extreme importance. Mention was also made of the need to publish data in fact sheets, bulletins, newspapers, etc. It was emphasized that by becoming acquainted with the actual situation of women, knowing, for example, how many families are headed by women, public opinion tends to change its attitudes and behaviour towards women and its expectations of the roles women should play in society.

40. Participants agreed that collection and analysis of data was most important in bringing about changes in legislation which would improve the situation of women.

41. Some participants referred to the need to co-ordinate data collection and to avoid duplication. They suggested that in some cases this could be done through regional projects, such as the ones being carried out by the Economic and Social Commission for Asia and the Pacific (ESCAP) and the Economic Commission for Africa (ECA). Other participants mentioned the need for a common international terminology in presenting analysed data and stressed the danger of using national statistics for purposes of international comparison. In this connexion, some participants urged the United Nations Commission on the Status of Women to develop the needed common terminology.

42. Many participants agreed that traditional social and and economic indicators were inadequate to assess the status of women and measure their integration and that it was important to determine which new indicators should be developed. In this connexion, reference was made to the contribution women make to the economy

through their work as non-remunerated agricultural labourers and as housewives neither of which was measured because they were not considered as falling within the category of the gainfully employed.

B. Formulation of policies, programmes and follow-up action

43. Participants agreed that policies and programmes should be formulated in accordance with, and adjusted to, the specific political, economic, social and cultural situation of each country. It was stressed, on the one hand, that the advancement of women could not be isolated from national development and noted, on the other, that national development plans often ignored women in their programmes, possibly because of the lack of data on their situation. In this connexion, reference was made to the practice of local offices of the United Nations Development Programme which drew up their programmes in relation to national plans and, as a result, usually omitted women from such programmes.

44. Concerning the formulation of programmes, it was stated that matters dealt with by national machinery might emanate from several sources: from ad hoc committees appointed to study specific subjects which might propose new measures to be taken by Governments; from permanent law commissions investigating the timeliness of and need for changes in laws affecting women; or from the first-hand experience of someone on the spot. Some participants emphasized that whatever the nature of the machinery, whether governmental, non-governmental or other, it should assist and advise the Government, but that it was only the Government which could take action to solve social problems.

45. With respect to the co-ordination of programmes and follow-up action for the advancement of women, all participants felt that these were of extreme importance. Several participants emphasized the advantages of having high officials representing all relevant government departments and agencies, as members of the machinery so that the latter might have its views known by the different branches of Government and be also continuously informed of government programmes and policies that were relevant to the integration of women in development and the elimination of discrimination. Such co-ordination was said to be of special importance as between the education, information and labour departments. The need for co-ordination between governmental and non-governmental programmes and actions was also emphasized. It was noted especially that follow-up action needed continuing close co-operation between a national body and all other organizations working in the same area, e.g., professional, trade union and voluntary organizations.

46. The view was expressed that government policies and decisions could often be influenced through frequent meetings of representatives from national machinery serving in an advisory capacity and officials in decision-making sections of Government. Furthermore, reference was made to instances where women's groups willing to make their opinions known were called upon to testify before parliamentary or congressional committees or to prepare special reports for the record. After programmes had been authorized by legislative or executive action, it was often necessary to bring pressure on officials to implement them effectively.

47. Mention was made of programmes of "zonal development" in which planning was done by the population at the local level. Men and women came together, to gather and analyse information, formulate programmes and decide how the programmes would

be implemented. While the Government had the necessary financial means to take action, the people themselves should identify problems, needs and resources, propose solutions and essential action and implement programmes.

48. It was noted in some instances that women's organizations urged political parties to include in their platforms support for day care, anti-discriminatory legislation, appointment of more women to public office and other items of interest to women. Reference was also made to the establishment of government-funded non-profit organizations of lawyers and social scientists that fought court cases on behalf of women and made studies on which to base public policy.

49. Several participants stressed the importance of having men become interested and supportive of programmes and follow-up action for the advancement of women. It was felt that this was not only a female problem, but a question of improving the lives of everyone.

C. Consideration of complaints

50. Participants noted that the consideration of complaints was not envisaged in most of the existing national machinery, although some felt it was extremely necessary especially in employment. A few participants referred to new units being established to hear complaints. Others mentioned that their Governments required affirmative action because of the difficulties and slowness of eliminating discrimination on a case-by-case complaint basis. It was explained that through affirmative action, the Government attempted to correct general situations even when a specific complaint might not be strong enough to take individual action. For example, if a women teacher complained that she was denied promotion to the position of principal because of her sex, it might be difficult to determine the justification of that assumption. But if there were no women principals in that school system although most of the teachers were women, discrimination was rather clear. Affirmative action required that government contractors - in this case the school system - analyse their own work force to determine the job categories in which women and/or minorities were under-utilized, and to correct the situation.

51. With respect to quotas, it was explained that they were methods used with discretion for a limited period of time to achieve a desirable level of progress. Reference was made, for example, to regional development training programmes, for which one of the conditions for obtaining loans or grants was that neither sex were allotted less than 40 per cent of the training posts and grants given to employers for training male employees in occupations which were dominated by females, and female employees in occupations dominated by males. A few participants expressed the opinion that affirmative action, quotas, protective legislation only for women and even the establishment of machinery should be temporary measures but were necessary while discrimination against women persisted. In this connexion, one participant pointed out that in her country, protective legislation, on the contrary, was found to be very discriminatory in practice.

D. Information and education

52. It was generally agreed that machinery should assist Governments in providing women with real and equal opportunities to be educated at all levels. Many participants stressed the importance of new approaches to education, others

referred to the need for adequate budgetary allocations for this purpose. Several participants stated that a very important task of machinery was to change attitudes that discriminate against woman. To that effect, not only education but communication was said to be of extreme importance at all levels from the parent/child level, at which boys and girls should be treated equally, to the public level, to the widely spread use of the mass media throughout the entire community. Participants also referred to the importance of eliminating sex discrimination from textbooks and commonly used terminology. National machinery should also assist Governments in the formation of new attitudes towards the roles women and men should play in present-day society.

III. VARIOUS CONSIDERATIONS THAT APPLY TO THE ESTABLISHMENT AND ORGANIZATION OF NATIONAL MACHINERY

53. Item 3 of the agenda on the establishment and organization of national machinery was considered from the tenth to thirteenth meetings on 11 and 12 September 1974. Mayumi Moriyama (Japan), the resource consultant, acted as discussion leader.

54. In her opening remarks, the discussion leader stressed the importance of establishing national machinery based on the long experience of the Japanese Women's and Minors' Bureau of which she was Director-General. She described the organizational structure of the Bureau and pointed out some of the main problems which it faced in achieving its objectives. Among the most crucial was that of effective co-ordination and communication between the various government departments dealing with questions relating to women.

55. She suggested that participants look at item 3 in the context of the historical, cultural and social background of each country and warned that types of machinery could not be transferred in toto from one country to another. They had to be adapted to national goals and needs. She also stressed the importance of having a flexible structure which could readily respond to changing social demands.

56. While the majority of participants supported the establishment of some type of national machinery where it did not already exist, the discussion revealed the complexity of deciding on the precise type of machinery to be introduced. Some participants, for example, approached the topic from the perspective of experiences gained in well-established machinery (whether single or multitype, governmental or private), whereas others were interested in finding the most effective method for setting up a single comprehensive type of machinery and of handling its initial tasks. Yet a few others initially did not see the necessity of having any separate national machinery at all. Such questions in their views were automatically dealt with as part of over-all integrated national programmes implemented in accordance with their national political system.

A. Methods of establishment, composition and organization

57. The seminar considered various types of machinery which appeared to be the most common. There were two general types which could play a useful role on the national level:

1. Governmental machinery:

(a) National commissions on the status of women;

(b) Women's bureaux in ministries or departments of labour, health and social welfare, education, rural development, youth, and agriculture;

(c) Advisory councils;

(d) Councils of equality between the sexes;

(e) Special commissions to investigate the total situation of women within the context of the society;

(f) Special commissions to investigate particular aspects, for example, the conditions of working women, the situation of women in private law, problems of single mothers;

(g) Outstanding individuals chosen as special advisers.

2. Non-governmental machinery:

(a) National co-ordinating councils of women;

(b) Various women's voluntary and professional organizations, organized for specific or general goals;

(c) Women's sections of political parties.

58. While not exhaustive, the above listing showed the wide range of machinery. It also illustrated that the machinery had been evolved in response to widely differing social, economic, political and cultural climates.

Establishment

59. The majority of participants felt that methods of establishment varied according to the source of the initiative and other variables, such as social, economic, political and cultural factors. In cases where national machinery such as national commissions were founded in response to pressure groups, Governments often took complete responsibility for its establishment, organization and financing.

60. In other instances, national machinery had been established by private voluntary agencies without the formal recognition of the Government and their valuable role in this connexion was mentioned. In fact, in some countries where no government machinery of any type existed, women's and other voluntary organizations had acted as change agents by spearheading legislative, social and economic measures for the promotion of equality of the sexes. It was generally agreed that the views of members of these organizations should be sought to give the recommendations for the establishment of machinery as broad a base as possible. The cross-section of opinion thereby represented might further convince executive authorities of the urgency of setting up such machinery.

61. It was emphasized by many participants that there was a greater likelihood that machinery would be effective if at the initial stage, its goals and mandate were clearly and publicly stated. This should be done by the head of Government or other prestigious person. The mass media should also be invited to publicize the founding of the body throughout the country.

Composition and organization

62. In keeping with the general trend towards a unified approach to questions of

development and equality, participants thought that both women and men, from the public and private sectors, should be included on the national commission or council, etc. Members should represent a cross-section of society and have demonstrated a keen interest in increasing the participation of women in every aspect of social and economic life.

(a) National commissions

63. It was important to base national machinery on some well thought out philosophy relating to the society as a whole. In some countries, the stress was placed on equality between the sexes in strict accordance with international conventions and national constitutions. In others, the stress was rather on harmonious interrelationships between husband and wife and the sharing of rights and responsibilities within the home. In the view of participants who agreed with this approach, the question of peace and the role of the woman as mother, the inculcator of peaceful attitudes in her children, was of paramount importance. Although peace was among the three-fold goals of the theme for International Women's Year, 1975, it was often neglected. Those who were responsible for setting the goals and tasks of national machinery were strongly urged to take this important factor into account.

64. In the view of several participants, the membership of the national commission or similar body, should include government representatives from the main ministries or departments dealing with women's affairs such as ministries of labour, social welfare and education. Others also stressed the importance of representation from key ministries, such as those dealing with development planning, finance and justice. The national commission or a similar body should be the direct responsibility of a minister who could present recommendations on its behalf, at the cabinet level.

65. Among the private agencies which should be represented were women's and other voluntary organizations, women leaders at the national, district, and village levels and those groups that were often neglected, such as rural women, young women, housewives, single mothers, and women from the lowest economic strata. Ethnic and religious groups as well as employers, workers and trade unionists should also be represented.

66. While it was desirable to have as broadly based a body as possible, care should be taken to avoid a large unwieldy body, whose impact would be vitiated. Some participants suggested that a body of five to nine members including a president would be sufficient. Others suggested that this question could be left to individual countries. The problem could perhaps be partially eliminated at hearings at which a wide cross-section of the public could personally present their views of priority needs and goals for women.

67. In a few countries it was found necessary to appoint one or more co-presidents or co-chairmen. In this connexion, most of the participants stressed the importance of ensuring the continuity and stability of the national commission or other body to which the ruling party or Government should give its full support.

68. It was important for members of the machinery to have full access to all the necessary statistical and other data and to request such information to be prepared where it did not exist.

69. In this regard it was suggested that, depending on the financial and other resources available, national commissions and other bodies should have a staff of highly-trained technical experts. These could be called upon to prepare necessary background documents and briefs and to advise on specific topics within their competence.

(b) Women's bureaux

70. The value of women's bureaux were discussed particularly in reference to their relationship with the civil service machinery. They were a permanent unit within Government, with potential access to many other government bodies concerned with women's affairs. In many cases, however, it was difficult to achieve effective co-ordination among the various units of Government. This was frequently due to the fact that there was often competition for funds between various departments.

71. In this regard, it was suggested that women's bureaux or sections which were usually established in ministries responsible for women's affairs (e.g. social welfare, labour, education), should work as secretariats responsible to a national commission on the status of women for co-ordination and submission of projects relating to women.

B. Financing

72. Several methods of raising funds were discussed. These included annual membership fees which should be minimal, regular and special subventions from government agencies, contributions from industrial corporations, mass communication media bodies, bilateral assistance from organizations within developed countries, and other sources. Some members even pointed out that, occasionally, in countries where funds were limited, several voluntary organizations competed for funds. In one country this needless friction had been eliminated by the establishment of a single body to seek funds for all the agencies and to avoid the overlapping of fund-raising activities.

73. Several participants stressed the importance of self-help. The time had come, in their opinion, for women's groups to use their own initiative to raise funds. Not only would this policy provide the needed funds, but it would give women greater independence in the use of the funds and win them wider respect.

74. A number of participants felt that a special fund should be established as a follow-up to International Women's Year, 1975. This fund, which would be directed towards the promotion of equality of rights and responsibilities between men and women, should be used to help to finance important projects for women designed for their full integration in the economic and social development of their countries, including the establishment of national commissions and similar machinery on questions relating to women. It was pointed out, however, that under resolution 1850 (LVI) of the Economic and Social Council, the Secretary-General was authorized to accept voluntary contributions from States Members of the United Nations, intergovernmental and non-governmental organizations, private philanthropic foundations and interested individuals. It was suggested that the proposed fund might be more effective if it were set up in connexion with the fund proposed by the Council. The view was expressed that such a voluntary fund would be useful in assisting Governments to establish machinery.

75. During the discussion on the various methods of seeking funds, it was recommended that proposals should simply and clearly state the aims of the particular programme or project for women, the duration, staffing and so on. In the case of national commissions, some idea should be given about the cost of setting up such bodies and the current expenditure. Some participants warned that aid from large business corporations and other private organizations should be accepted cautiously and should in no way reduce the independence of the machinery.

76. While in some countries the members of the national commissions or similar machinery received regular salaries, in others, members served on a part-time or voluntary basis and received only a per diem allowance and travelling expenses.

C. Relationship of national machinery with national bodies

77. The seminar felt that it was of vital importance, in countries where there were several governmental or private agencies dealing with women's affairs, that there should be adequate co-ordination of their activities. Co-ordination machinery should be carried out at several levels by the national commission or similar body: between different government departments or ministries, between government and private voluntary bodies and between federal and state or provincial organizations.

78. In this regard, a widespread communications network was thought to be essential. It would provide a two-way flow of information between the official national machinery and interested groups and vice versa. The fullest use of the local and national press, radio and television was also urged together with joint publicity campaigns. The media, universities and research institutes should be asked to collaborate with national commissions or other bodies wherever possible.

79. One of the important aspects of the relationship with the public was thought to be reporting procedures. Several participants stressed the need to publicize the recommendations of the national commissions to the Government as widely as possible so as to increase the public's awareness.

D. Relationship of national machinery with regional and international bodies

80. The seminar emphasized the importance of maintaining a two-way flow of communication between national machinery on the one hand, and regional and international bodies, on the other. In speaking of the current situation, the representative of the Secretary-General noted the lack of a regular, reliable flow of information between the organizations of the United Nations system and key organizations within each country concerned with accelerating the integration of women in social and economic development. She drew the attention of participants to the recent decision by the United Nations Economic and Social Council (resolution 1852 (LVI)) which invited Governments, in connexion with International Women's Year, to appoint national correspondents to assist in obtaining and compiling necessary information on a regular basis. They would work closely in collaboration with government agencies or other national machinery concerned, and with interested non-governmental organizations. While this proposal was welcomed, some participants felt that the national correspondent had to belong to the key national organization which dealt with women, if he or she was to be effective. In

the case of countries with many organizations or with a multitype machinery, the correspondent could belong to the main body responsible for co-ordination of national activities and for liaison with the United Nations and other bodies.

81. Participants from countries which had several types of machinery stated that a national correspondent could be useful in performing a clearing-house function by channelling information to the appropriate institution. Some participants warned that in other situations the national correspondent might not have enough authority to liaise at a sufficiently high level and might become a bottle-neck for information.

82. The need to have a steady supply of up-to-date information on activities of national machinery such as commissions, advisory councils and women's bureaux at the regional level was emphasized. Participants from the African region mentioned that the Economic Commission for Africa had established a programme geared to the needs of women in the various subregions of Africa. This programme was beginning to have a marked impact in that region in such subject areas as the effect of modernization on the role of rural women, training for wage employment and self-employment, agricultural and industrial training and planning for the participation of women as human resources in national development. The ECA also advised the Governments of the region on the ways of setting up national machinery, and had issued an extremely valuable document, entitled "National Commissions on Women and Development and Women's Bureaux". ECA was also arranging a series of seminars on the establishment and organization of national commissions and women's bureaux in each country of the region. Women leaders from the region had been selected to attend the seminars and to be responsible for follow-up action towards the establishment of machinery in their country.

83. Participants from other regions welcomed the information and hoped that it might be possible to establish a similar programme in other regions. The seminar agreed that the regional commissions should be utilized in setting up national machinery, for co-ordination and for disseminating information on increasing the participation of women in the development process. The work of intergovernmental bodies, such as the Arab Commission on Women and the Inter-American Commission on Women was also recognized in this regard. The representative of the Arab Commission on Women spoke of the work of her organization and, in particular, the plans of the Commission to assist member countries in establishing national commissions on the status of women. This topic would be discussed at the forthcoming meeting of the Commission to be held in October 1974.

84. The representatives of the United Nations Children's Fund (UNICEF), the Food and Agriculture Organization of the United Nations (FAO), United Nations Educational, Scientific and Cultural Organization (UNESCO) and the World Health Organization (WHO) stressed the value of developing relationships between their organizations, on the one hand, and national Governments and other governmental and non-governmental organizations at the national level which were concerned with the integration of women in development, on the other. They would therefore welcome the establishment of national machinery, such as national commissions, women's bureaux etc., in countries where they did not exist and called attention to the ways in which such national machinery could contribute to the development and implementation of their programmes through the greater involvement of women.

85. The representatives of the above-mentioned organizations highlighted aspects of their programmes that were of special reference to women and which could be of

special interest to national machinery. The representative of UNICEF drew the attention of members to special support programmes for maternal and child health and of their relevance to the future health and well-being of the population as a whole. The representative of FAO spoke of the special efforts of her organization in data collection and analysis on the role of rural women who comprise the most neglected resource in development. She also pointed out that a recent study had developed an analytical framework on which further study of this topic could be carried out, for example, by national machinery and other research organizations. Excerpts from background documents to be presented at the eighteenth General Conference of UNESCO, to be held from 15 October to 20 November 1974, were drawn to the attention of the participants and circulated. Finally, the representative of WHO spoke about the recent activities and programmes of her organization. She stressed the need for Governments to take full advantage of technical, advisory, financial and other assistance being offered under special programme funds of certain of the international agencies. To illustrate the value of co-operation between national Governments and the specialized agencies, one participant mentioned that her Government, in connexion with International Women's Year and in co-operation with the ILO, had planned a project to promote the establishment of, or to streamline, national machinery dealing with the problems of women workers in the Asian region.

IV. GENERAL CONCLUSIONS

A. General considerations concerning the need for national machinery

86. The seminar considered that:

(a) Both women and men were makers of their own destinies, with the right to full development, freely and fully integrated into the social and economic environment in which they lived and with actual equal responsibility, opportunity and capability to contribute to their community;

(b) In many countries of the world, real equality between men and women had not yet reached the optimum level in the development process and the contribution of women to development had not been adequately recognized;

(c) Woman's development could not be separated from the process of national development of each country and that a conscious social effort should be made for the integration of women in that process;

(d) For these purposes, the existing machinery for the integration of women in development, namely, all legal, political and social institutions and all governmental, non-governmental and other organizations, having as their basic aim to eliminate discrimination and integrate women into development, were useful and necessary.

87. The seminar emphasized that, whereas the goal of full integration of women in development should give everyone, women and men, the opportunity of playing an active role, both in the family and in society, and of contributing to the development process and sharing in its benefits,

(a) There was a need for machinery to deal with and/or co-ordinate considerations and actions relating to women's full integration in society and the elimination of discrimination on grounds of sex;

(b) The tasks of integrating women in development and eliminating discrimination required fairly comprehensive, multisectoral machinery;

(c) No single model machinery was possible which would apply to all Member States, as machinery and processes to accelerate women's integration in development in one country were based on the specific social, economic, historical and cultural context of that society.

B. Essential factors in the establishment of national commissions and similar machinery

88. The seminar's findings were that:

(a) Where national machinery for the integration of women in development did

not exist, every effort should be made to establish machinery, such as national commissions, women's bureaux and/or other bodies, adapted to the needs of the country;

(b) The mandate of the body (terms of reference, duration, reporting procedures etc.) should be clearly and publicly acknowledged by the Government at the highest level;

(c) Wherever possible, national machinery should be established as an official government body operating in close co-operation with relevant governmental bodies and non-governmental organizations, and that, once it was established, the announcement should have the widest possible coverage by press, radio and television. Whenever possible, this announcement should be made by the head of Government;

(d) The allocation of adequate resources to the machinery necessary to ensure the efficient carrying out of its functions. These resources, in so far as possible, should be considered as integral costs of the development programme of the country.

89. The seminar also concluded that the machinery should be institutionalized wherever possible to survive changes of Government. In order to institutionalize the machinery, at least five factors were necessary:

(a) The involvement of the media, relevant agencies and organizations, and the general public;

(b) The recognition that its activities contribute positively to the development goals of the country;

(c) In its representation, the membership of the machinery should reflect the spectrum of population groups, their views and aspirations in society relating to the integration of women and the elimination of discrimination;

(d) The collation and dissemination of information on the condition of women and the nature and extent of their integration. In order to enable one to assess progress, formulate policies and implement programmes, this information should be comparative in relation to men's position and to women's past situation and should always be related to national development goals. It should also conform to all relevant international standards, adopted by the United Nations family of organizations, relating to women;

(e) Co-operation with related regional and international bodies.

90. The seminar considered that essential functions should include:

(a) The investigation of the actual situation of women at all levels, based on national statistical and other information that was carefully gathered and analysed in a scientific manner;

(b) Advice concerning legislation required, the formulation of policies and the establishment of programmes designed for the integration of women in the development effort based on the principle of equal rights and equal opportunities

in accordance with the relevant conventions and declarations adopted by the United Nations and the specialized agencies, including the Declaration on the Elimination of Discrimination against Women, the Declaration on Social Progress and Development and the ILO Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value (No. 100 of 1951) and directed towards the following areas:

(i) Education, training and retraining;

(ii) Employment in all fields and at all levels of the labour market with equal pay for work of equal value;

(iii) Health and social services, including child-care facilities;

(iv) Measures to promote the well-being of families and children, including the protection of maternity and childhood and the encouragement of responsible parenthood;

(v) The promotion of measures to encourage and facilitate the equitable sharing of family and domestic responsibilities and to give both parents equal opportunities to work outside the home;

(vi) Rural development;

(c) The co-ordination of all activities undertaken with these ends in mind, with particular emphasis upon achieving real participation of women in decision-making in all fields (see also sections D and E below);

(d) The utilization of every available means of education, information and communication directed towards ensuring the improvement of women's situation, their participation in the development process and sharing in its benefits;

All such activities would tend to eliminate prejudices and sex stereotypes, create a new and better image of women's and men's roles, and change traditional attitudes and patterns of behaviour, so as to achieve a more equitable sharing of responsibilities between men and women in a more just and harmonious society.

C. Organization

91. The seminar advised Governments that they should consider establishing one of the possible forms of national machinery for countries where women have not yet attained full equality in all fields of the country's development. The composition of a national commission or similar comprehensive, multisectoral machinery should include both women and men. It should represent all groups of society and include persons at the decision-making level and those responsible for implementing such decisions. Due attention should be given to representation from the following:

(a) Government departments and ministries (e.g., social, welfare, health, labour, justice, education, communications, industry, agriculture, rural development, finance and planning);

(b) Private and public agencies:

(i) Women's organizations;

(ii) Other voluntary bodies (including representatives of housewives, rural women, youth, co-operatives and other organizations);

(iii) Ethnic and religious groups;

(iv) Employers, workers and trade unions;

(v) Prominent individuals with special expertise.

92. The seminar also concluded that:

(a) Members should be as independent as possible and be able to present their views freely;

(b) Members should have access to necessary reports, data and other documentation and should have an adequate supporting, research, data-gathering and secretariat staff;

(c) Members should seek the views of the public in both rural and urban areas on the question of methods of integrating women into the development process and of removing existing obstacles to progress.

93. The seminar considered that:

(a) In the case of a single comprehensive body such as a national commission, there should be a person or persons responsible for seeing that the work of the body is implemented, who should be able to count on the services of technical experts, acting as advisers and carrying out special surveys and research, as needed;

(b) In the case of a multitype, multisectoral machinery, it should be carefully co-ordinated and, if possible, it should be the responsibility of an official in a high ministerial position;

(c) In the case of a women's bureau or bureaux, Governments should determine the most strategic organizations within the government structure in which to place the bureau or bureaux. These should be flexible enough to function effectively with all government departments, and serve as a focal point for the evolution of co-ordinated planning;

(d) The women's bureau or bureaux should be a permanent unit or units of government with full-time personnel employed in accordance with prevailing public service regulations.

94. The seminar concluded that:

(a) In order to enable such national machinery to function effectively an adequate annual subvention from the Government would be required;

(b) To supplement this subvention, national machinery as well as non-governmental organizations, should raise funds through their own efforts by:

(i) Seeking assistance from private individuals, foundations, industry, bilateral aid etc.;

(ii) Undertaking local fund-raising activities;

(iii) Establishing special national or international trust funds to accelerate the integration of women in the full development effort;

(iv) Seeking assistance from the United Nations and its specialized agencies, including, where appropriate, programme funds.

95. The seminar considered that the national machinery should seek information from the regional commissions, the local resident representative of the United Nations Development Programme (UNDP) and from United Nations Headquarters on the type of technical assistance (e.g., experts, fellowships, research, etc.) that can be obtained in relation to the establishment of national machinery and the implementation of its recommendations.

D. Relationship of national machinery with other national bodies

96. The seminar considered that:

(a) It was of vital importance in countries where there are several public and/or private organizations dealing with the improvement of the status of women that there be machinery at the highest levels to co-ordinate their activities;

(b) Where there is only one body it is also essential that it should have easy access, at a sufficiently high level, to the main departments dealing, inter alia, with questions concerning women (e.g., justice, development, planning, finance, education, agriculture, employment, training, co-operatives, social welfare, etc.);

(c) A communications network is essential for an adequate two-way flow of objective information: (i) between Government and interested groups; and (ii) from the grass-roots level to government authorities. In this regard, the fullest use should be made of local and national press, radio and television. Moreover, every effort should be made to urge the media and research bodies at the regional and national levels, to carry out research and opinion gathering, to publicize and expose inequalities in the condition of women and to change attitudes and values towards stereotyped sex roles.

E. Relationship of national machinery with regional and international bodies

97. The seminar also considered that:

(a) National commissions or similar bodies could perform a crucial role through the relevant ministries, in establishing and maintaining effective channels of communication with the United Nations system of organizations, especially with those secretariat units that deal specifically with questions of concern to women;

(b) National machinery should be directed towards seeing that international

conventions are ratified and that commitments made by the Government are fully implemented and should also channel recommendations to regional and international agencies with respect to the policies and programmes of those bodies;

(c) National machinery should make special efforts to ensure that Governments give equitable representation to women in their delegations to conferences and meetings of the United Nations and its family of organizations;

(d) National machinery should, through their Governments, make special efforts to suggest names of women candidates for posts in the secretariats of the organizations of the United Nations system, including posts at the highest level;

(e) The United Nations should continue to encourage and assist Governments to build up regular and effective channels of comuunication on questions relating to women, utilizing national correspondents, local United Nations offices of information, the offices of the UNDP resident representatives and regional commissions;

(f) The United Nations and its family of organizations (UNICEF, UNDP, UNESCO, etc.) could provide information and suggestions for concrete steps to be taken at the national level to ratify conventions of the United Nations system, to implement its declarations and resolutions and to involve women in developing and carrying out the programmes of those bodies;

(g) Interested intergovernmental and non-governmental organizations should urge Governments to keep them informed of United Nations programmes, including technical assistance, relevant resolutions and necessary follow-up action on matters relating to the status of women.

Annex I

LIST OF DOCUMENTS

Background papers

	Symbol
The United Nations Secretariat	(ESA/SDHA/AC.6/8)
The Government of Canada	(ESA/SDHA/AC.6/9)
Suwarni Saljo, President, Indonesian Commission on the Status of Women	(ESA/SDHA/AC.6/10)

Statements by resource consultants

Freda Paltiel	(ESA/SDHA/AC.6/13)
Yolanda Senties de Ballesteros	(ESA/SDHA/AC.6/14)
Mayumi Moriyama	(ESA/SDHA/AC.6/15)

Country papers by participants

Claire Gebeyli (Lebanon)	ESA/SDHA/AC.6/11
Carmen Salinas Alfonso de Villa-Gómez (Spain)	ESA/SDHA/AC.6/12
May Britt Carlsson and Nina Pripp (Sweden)	ESA/SDHA/AC.6/CP.3
N. C. de Ruiter (Netherlands)	ESA/SDHA/AC.6/CP.4 and Add.1
Danuta Graniewska (Poland)	ESA/SDHA/AC.6/CP.5
Néné Satourou Tall (Mali)	ESA/SDHA/AC.6/CP.6
Svetla Dafkalova (Bulgaria)	ESA/SDHA/AC.6/CP.7
Jasna Gardun (Yugoslavia)	ESA/SDHA/AC.6/CP.8
Joan Boulind (United Kingdom)	ESA/SDHA/AC.6/CP.8
Hoda Barakat (Egypt)	ESA/SDHA/AC.6/CP.10
Fatma Abdel Mahmoud (Sudan)	ESA/SDHA/AC.6/CP.11
Irmgard Probst (Austria)	ESA/SDHA/AC.6/CP.12
Sarojini Varadappan (India)	ESA/SDHA/AC.6/CP.13
Tatiana Nikolaeva (USSR)	ESA/SDHA/AC.6/CP.14/Rev.1
Blanca Stabile de Machinaniarena (Argentina)	ESA/SDHA/AC.6/CP.15
Catherine Chung Tzu-Hui (Malaysia)	ESA/SDHA/AC.6/CP.16
Kathleen Edwards (Jamaica)	ESA/SDHA/AC.6/CP.17
Women's Bureau, U.S. Department of Labor (USA)	ESA/SDHA/AC.6/CP.18
G. Justus Siboe (Kenya)	ESA/SDHA/AC.6/CP.19
Mario Zolezzi (Peru)	ESA/SDHA/AC.6/CP.20
Kate Abankwa (Ghana)	ESA/SDHA/AC.6/CP.21

United Nations resolutions, documents and reports

Declaration on the Elimination of Discrimination against Women (General Assembly resolution 2263 (XXII))

Programme of concerted international action for the advancement of women (General Assembly resolution 2716 (XXV))

International Development Strategy for the Second United Nations Development Decade (General Assembly resolution 2626 (XXV))

Programme of Activities for International Women's Year (resolution 1849 (LVI) of Economic and Social Council)

Report of the Commission on the Status of Women on its twenty-fifth session (Official Records of the Economic and Social Council, Fifty-sixth Session, Supplement No. 4 (E/5451))

"Study on the interrelationship of the status of women and family planning: report of the Special Rapporteur" (E/CN.6/575 and Add.1-3)

"Implementation of the Declaration on the Elimination of Discrimination against Women and related instruments: report of the Secretary-General" (E/CN.6/571 and Add.1 and 2)

"Implementation of a programme of concerted international action: report of the Secretary-General" (E/CN.6/577)

National Commissions on Women and Development and Women's Bureaux (Economic Commission for Africa, 1973)

Human Rights: A compilation of International Instruments of the United Nations (United Nations publication, Sales No. E.73.XIV.2)

International Women's Year Bulletin, No. 1

Annex II

LIST OF COUNTRIES HAVING NATIONAL COMMISSIONS, WOMEN'S BUREAUX OR SIMILAR MACHINERY FOR ACCELERATING THE INTEGRATION OF WOMEN IN DEVELOPMENT AND FOR ELIMINATING DISCRIMINATION ON GROUNDS OF SEX*

* Originally issued as background document.

Country and organization	Date established (date began to function)	Main areas of interest							
		General development and planning	Health, social welfare and family	Economic	Education and training	Political and participation in decision-making	Legislative	Taxation	Employment
Afghanistan									
Afghan Women's Society a/	1946		X	X	X				
became affiliated with Ministry of Education a/	1963								
Argentina									
Department of Women of the Ministry of Labour and Social Security a/	1955		X				X		
reorganized as the National Women's Bureau b/	1968								
Australia									X
Women's Bureau, Department of Labour and National Service a/ c/	1963 (1965)								
Committee on Women's Employment of the National Labour Advisory Council d/	1970							X	X
Women's Electoral Lobby d/	1972								
Austria									
Division of Women's Affairs of the Federal Ministry of Social Affairs a/	1966								
Section for the Interests of Women and Girls, Federal Ministry of Education a/	1966				X				X
Secretary of State in the Federal Chancellery (family policy and women's questions) e/			X			X			
Women's Division of the Federation of Trade Unions c/									X
Bangladesh									
Mohila Samity (women's association) e/		X	X		X	X			X
Barbados									
National Organization of Women e/		X	X	X	X	X	X	X	X
Committee of Voluntary Organizations concerned with Women's Affairs (being formed) e/									
Belgium									
Consultative Committee on the Status of Women of the Ministry of Labour f/	1970								
Bolivia									
Women's Bureau in Ministry of Labour and Social Security b/	1955 (1961)		X	X			X		X
Brazil									
Division of Assistance to Working Women and Children in the Ministry of Labour and Social Welfare b/ f/	1964 (1965)		X				X		X

Country and organization	Date established (date began to function)	Main areas of interest							
		General development and planning	Health, social welfare and family	Economic	Education and training	Political and participation in decision-making	Legislative	Taxation	Employment
Bulgaria									
Committee of Bulgarian Women e/	1945	X	X	X	X				X
Canada g/									
Women's Bureau of Department of Labour a/	1954								X
Royal Commission on the Status of Women in Canada a/	1967 (NP)		X	X	X	X		X	X
Advisory Council on the Status of Women reporting to the Minister responsible for the Status of Women	1973	X	X	X	X	X	X	X	X
Special bureaux or units within government departments h/	1971 (1973)								
Central African Republic									
L'Union des femmes centrafricaines (UFCA) e/			X	X	X	X	X	X	X
Chile									
National Committee to Investigate the Civil Rights of Women b/	1969 (NP)	X	X	X			X		
Colombia									
Section on Women and Minor Workers and Apprentices in the Ministry of Labour and Social Security b/	1952 (1953)						X		X
Secretariat for Women's Affairs appointed by the President b/	1970	X	X		X				
National Commission on the Status of Women e/ i/	1973	X	X	X	X	X	X		X
Costa Rica									
National Women's Committee f/	1971								
Commission on Co-operation with the Inter-American Commission of Women d/	1972								
Cuba									
Federation of Cuban Women									
Democratic Yemen									
Secretariat of Central Committee dealing with women's questions e/	1967					X	X		X
Denmark									
Commission to examine the role of women in modern society a/	1965 (NP)	X	X		X	X			X
Dominican Republic									
Section on women and young workers in the Department of Labour b/	1957								X

Country and organization	Date established (date began to function)	Main areas of interest							
		General development and planning	Health, social welfare and family	Economic	Education and training	Political and participation in decision-making	Legislative	Taxation	Employment
Ecuador									
Department for Women in the Ministry of Labour and Social Security b/	1970	X							X
Egypt									
National Commission on the Status of Women d/	1971 (1972)	X							
El Salvador									
Section on women and minors in the Ministry of Labour and Social Security b/	1951 (1952)						X		
Finland									
State Committee on the position of women in society c/	1966 (NP)	X	X		X				X
Council for Equality of Men and Women e/ i/	1972	X	X	X		X			X
France									
Research and Liaison Committee on women workers' problems in the Ministry of Labour and Population c/ j/ which became:	1965								
Committee on Women's Employment c/ j/	1971	X	X	X	X		X		X
Gabon									
Union des femmes du parti democratique gabonais e/									
Germany, Federal Republic of									
Women's Division of the Federal Ministry of the Interior d/		X					X		
Co-ordinating unit for questions of economic activity of women in the Federal Ministry of Labour and Social Affairs f/									X
Ghana g/									
National Assembly of Women	1969		X	X	X	X			
Guatemala									
National Committee to study the conditions of working women, Ministry of Labour and Social Welfare f/	1957								
Section for women and minors in the Inspectorate General of Labour b/	1957 (1958)								
Guinea									
Comité national des femmes du parti democratique guinee e/		X	X	X	X	X			
Guyana									
Women's Bureau in the Ministry of Labour and Social Security f/	1971								

Country and organization	Date established (date began to function)	Main areas of interest							
		General development and planning	Health, social welfare and family	Economic	Education and training	Political and participation in decision-making	Legislative	Taxation	Employment
Haiti									
Women's and Children's Bureau in the Ministry of Labour b/ c/	1950		X						
Honduras									
National Department for the protection of women and minors in the Ministry of Labour and Social Security b/	1960		X				X		X
India									
National Commission on the Status of Women of India in the Department of Social Welfare e/ i/	1971	X		X		X			
Indonesia									
Indonesian Women's Congress e/	1928						X		
National Commission on the Status of Women	1968	X	X	X	X	X	X	X	X
Women's and Children's Service in the Ministry of Manpower c/	1969								X
Iran									
Women's Organization of Iran a/		X							
Women's and Minors' Burea in the Ministry of Labour and Social Affairs f/									
Ireland									
Commission to examine the subject of the Status of Women	1970 (NP)	X	X	X		X		X	X
Israel									
Central Women Workers' Unit of the Histadrut f/		X							X
Italy									
National Consultative Commission on Problems of Women Workers d/	1962		X	X	X		X	X	X
Jamaica									
Ad hoc Advisory Committee on Women in the Ministry of Youth and Community Development e/	1972 (NP)	X							
Japan									
Women's and Minors' Bureau of the Ministry of Labour a/	1947 (1948)	X	X						X
Ad hoc National Commission on the Status of Women of the Ministry of Labour a/	1966 (NP)		X	X					X
Kenya									
Commission under consideration									

Country and organization	Date established (date began to function)	Main areas of interest							
		General development and planning	Health, social welfare and family	Economic	Education and training	Political and participation in decision-making	Legislative	Taxation	Employment
Laos									
Joint National Committee under consideration a/									
Libyan Arab Republic									
Commission under consideration a/									
Luxembourg									
National Federation of Luxembourg Women a/		X					X		
Madagascar									
National Committee for the Advancement of Women and the Protection of Children d/		X	X						
Malaysia									
Royal Commission to study marriage and divorce laws for non-Moslems (report not yet published) e/							X		
Women's Bureau on the Working Woman to be established e/									
Mali									
Union nationale des femmes du Mali e/									
Mexico									
Department for the protection of women workers and minors in the Ministry of Labour and Social Welfare b/	1936				X		X		X
Nepal									
National Commission on the Status of Women under consideration d/	1965								
Netherlands									
Commission of Women's Labour has become Advisory Committee on the Employment of Women and Girls, Ministry of Social Affairs c/	1946 1970	X			X				
New Zealand									
Joint Committee on Labour and Employment of the Ministry of Labour d/ has become National Advisory Council on the Employment of Women d/ e/	1967	X	X	X	X				
Norway									
Council on Equal Pay a/ c/									
National commission under consideration									
Pakistan									
Commission under consideration e/									

Country and organization	Date established (date began to function)	Main areas of interest							
		General development and planning	Health, social welfare and family	Economic	Education and training	Political and participation in decision-making	Legislative	Taxation	Employment
Panama									
Commission of Co-operation with Inter-American Commission of Women e/	1950				X	X	X		
Paraguay									
Bureau for the Social Promotion of Women Workers in the Ministry of Justice and Labour b/	1971								X
Peru									X
Women's Department in the Ministry of Labour and Community Development b/	1945								
Comite Técnico Multisectorial de Revaloracion de la Mujer (COTREM) e/									
Philippines g/									
Civic Assembly of Women	1946	X	X	X	X	X	X	X	
Women's and Minors' Bureau in the Department of Labour	1960								X
Poland									
All-Polish Council of Women a/	1966	X	X	X					X
Portugal									
Working Group for Defining National Policy Regarding Women d/									
Republic of Korea									
Women's Affairs Unit in the Department of Social Welfare f/									
Romania									
National Committee of Women k/		X				X			X
Sierra Leone									
All People's Congress Women's Movement e/									
National Federation of Women's Organizations e/		X	X			X			
Singapore									
None, but a committee investigating possibilities of establishing a commission a/									
Somalia									
National commission under consideration a/									
Spain									X
National Committee on Women's Employment in the Ministry of Labour f/	1970 (1971)								

Country and organization	Date established (date began to function)	Main areas of interest							
		General development and planning	Health, social welfare and family	Economic	Education and training	Political and participation in decision-making	Legislative	Taxation	Employment
Sri Lanka									
Special Women's Unit under the Commissioner of Labour, to investigate and report on the working conditions of women employed in the private sector f/									X
All-Ceylon Women's Conference e/			X	X	X	X	X		
Sudan g/									
Women's Affairs Section, Department of Social Welfare	1967	X	X						
Women's Committee of the Sudanese Socialist Union		X							
Sudanese Women's Union e/	1971	X	X	X	X	X		X	
Commission on the Status of Women, Ministry of Health and Social Welfare	1974	X	X	X	X	X	X	X	X
Swaziland									
Lutsango Women's Organization e/		X	X		X	X			
Sweden									
Advisory Council on Equality between Men and Women	1972	X	X	X	X	X	X		X
Togo									
Union nationale des femmes du Togo e/				X	X	X			X
Trinidad and Tobago									
Women's Bureau in the Ministry of Labour and Social Security f/	1971								X
Tunisia									
Union nationale des femmes de Tunisie e/		X	X	X	X	X	X	X	X
Union of Soviet Socialist Republics									
Women's Commission (Central Union of Consumer Co-operatives)						X			
Committee on Women's Rights of the Committee of Soviet Women a/		X				X	X		
Special Committee on Women Workers (established as an advisory body to the All-Union Central Council c/									
United Kingdom of Great Britain and Northern Ireland									
Women's Consultative Council under the Minister Without Portfolio and the President of the National Council of Women, has become	1962		X	X				X	
Women's National Commission a/	1969	X	X	X	X		X	X	

Country and organization	Date established (date began to function)	Main areas of interest: General development and planning	Health, social welfare and family	Economic	Education and training	Political and participation in decision-making	Legislative	Taxation	Employment
United Republic of Cameroon									
Organisation des femmes de l'Union nationale camerounais e/		X	X	X	X	X	X		
United States of America g/									
Women's Bureau of the Department of Labor	1920	X		X	X		X		X
President's Commission on the Status of Women	1961-1963 (NP)	X	X	X	X		X	X	X
Citizen's Advisory Council on the Status of Women	1963		X	X	X		X		X
President's Task Force on Women's Rights and Responsibilities	1969-1970 (NP)								
Interstate Association of Commissions on the Status of Women	1970		X	X	X	X	X		X
Advisory Council to the Secretary of the Department of Health, Education and Welfare	1972		X	X	X		X		
Advisory Council to the Secretary of the Department of Labor	1973			X	X		X		X
Uruguay									
Section on women and minors in the Inspection Department of the National Labour Institute b/									
Venezuela									
Women's and Minors' Division in the Ministry of Labour b/ c/	1970						X		X
National Commission on the Status of Women	1974	X							
Yugoslavia									
Conference for Social Activities of Women a/ e/		X	X	X	X	X	X	X	

a/ "National commissions on the status of women: report of the Secretary-General", (E/CN.6/494 and Add.1, 30 January 1968).

b/ Inter-American Commission of Women, "Women's bureaux", report prepared for the IACW at its sixteenth assembly, 20-29 September 1972 (CIM/document 13).

c/ International Labour Organisation, Women Workers in a Changing World: Preliminary Report (Geneva, International Labour Office, 1973).

d/ Martin Gruberg, "Official commissions on the status of women: a world-wide movement", prepared for the 1973 annual meeting of the American Political Science Association, New Orleans, Louisiana, 4-8 September 1973 (mimeographed).

e/ Information provided in questionnaires answered by participants to the United Nations International Forum on the Role of Women in Population and Development, New York and Virginia, 25 February-1 March 1974.

f/ International Division, Women's Bureau, United States Department of Labor, "Women's bureaux, commissions on the status of women, women's units and sections around the world", (Washington, D.C., 1973, mimeographed).

g/ Information given by this country's representative to the United Nations Interregional Seminar on National Machinery to Accelerate the Integration of Women in Development and to Eliminate Discrimination on Grounds of Sex, Ottawa, Canada, 4-17 September 1974.

h/ Including Co-ordinator, Status of Women, Privy Council Office; Office of Equal Opportunity for Women, Public Service Commission; Women's Programme, Department of Secretary of State; Senior Policy Adviser, Treasury Board; Special Adviser, Department of Justice; Special Adviser, Department of Health and Welfare; Senior Consultant; Department of Manpower and Immigration; Director, Special Programmes, Canadian Penitentiary Service.

i/ "Implementation of the Declaration on the Elimination of Discrimination against Women and related instruments: report of the Secretary-General" (E/CN.6/571, paras. 47-58, 5 December 1973).

j/ Notes du Ministere d'Etat charge des affaires socialies, No. 9 (5-11 March 1973), p. 1.

k/ Maria Groza, Women in the Contemporary Life of Romania (Bucharest, Meridiane Publishing House, 1970), p. 70.

Note: NP = Non-permanent.

Annex III

ORGANIZATIONAL CHARTS OF AND NOTES ON NATIONAL MACHINERY IN SEVEN SELECTED COUNTRIES*

Bulgaria

Canada

Indonesia

Japan

Mali

Peru

Sweden

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* Originally issued as part of the report of Working Group 1 (ESA/SDHA/AC.6/16/Add.1).

BULGARIA

National programme on integration of women in development adopted by the Government, obligatory for the whole country

Committee of Bulgarian Women co-ordinating voluntary organization and helping the Government to realize the national programme

The Committee has 271 members from different professions, ages, trade unions, political parties, youth and other organizations and members of Parliament, ministers and deputy ministers.

The staff consists of about 30 including an executive consisting of a president, two vice-presidents and two secretaries.

The Bureau consists of 12 voluntary workers holding important positions in trade unions, political parties, youth organizations, a chief editor of the women's monthly magazine, and a deputy of Parliament. The magazine has a circulation of 800,000. The members are elected every five years at a national conference of women, financed by the magazine.

The Committee of Bulgarian Women has the following co-ordinated bodies:

(a) Trade Union Women's Commission of the Central Council of the Trade Union;

(b) Section of women lawyers of the Union of Lawyers;

(c) Scientific Commission on women's problems of the Academy of Sciences.

In the city locality there are women's commissions whose presidents are compensated.

The main functions of the Committee of Bulgarian Women are to:

(a) Co-ordinate the work with women all over the country;

(b) Control the activity of governmental bodies and other organizations or institutes concerning women;

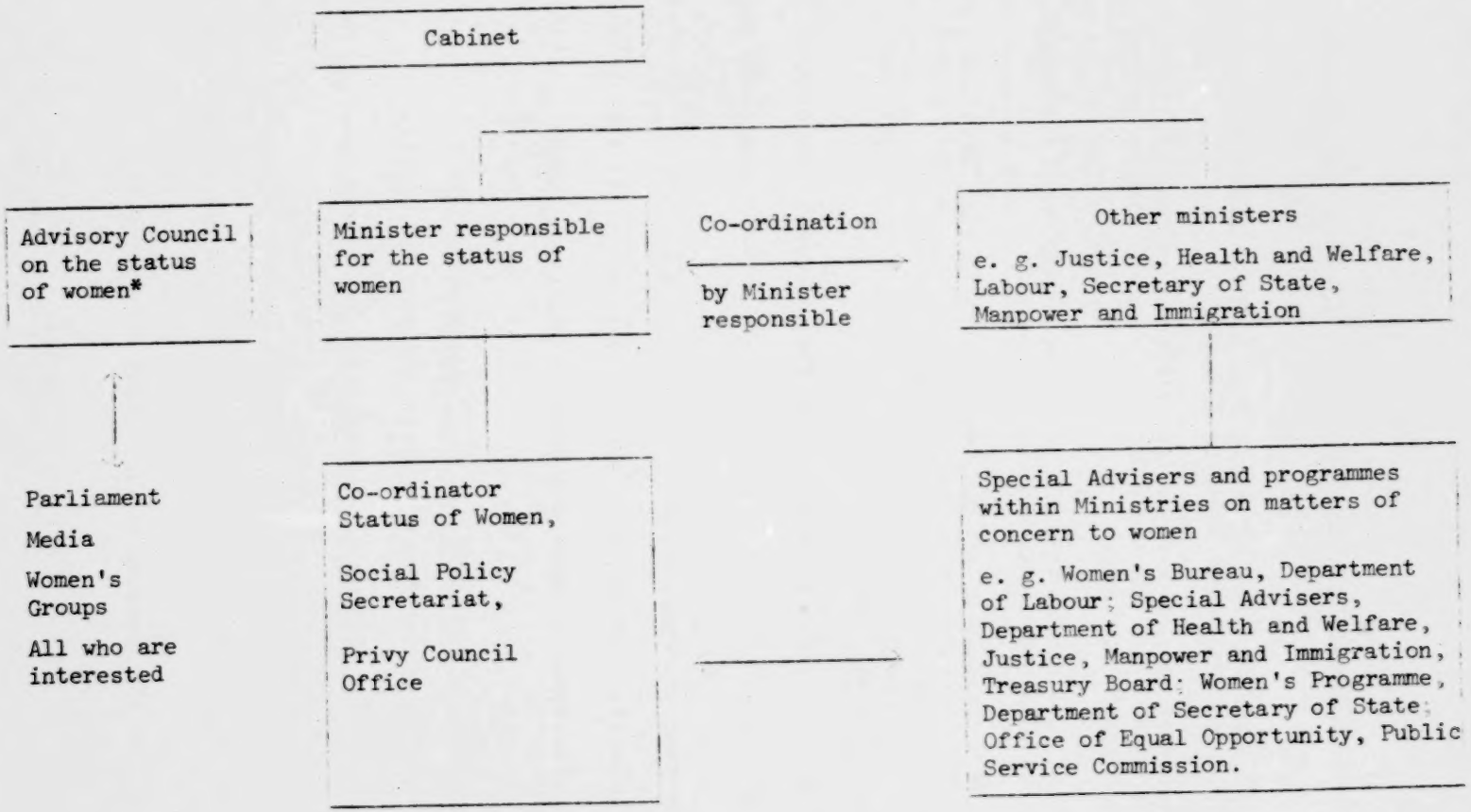
(c) Make proposals to the Government to improve the status of women;

(d) Participate in the preparation of new laws or amendments to laws and initiate legislation;

(e) Control the implementation of laws concerning women.

CANADA

Diagram of federal mechanisms, Canada 1974


Cabinet
Advisory Council on the status of women*
Minister responsible for the status of women
Co-ordination
by Minister responsible
Other ministers
e. g. Justice, Health and Welfare, Labour, Secretary of State, Manpower and Immigration
Parliament
Media
Women's Groups
All who are interested
Co-ordinator Status of Women,
Social Policy Secretariat,
Privy Council Office
Special Advisers and programmes within Ministries on matters of concern to women
e. g. Women's Bureau, Department of Labour; Special Advisers, Department of Health and Welfare, Justice, Manpower and Immigration, Treasury Board; Women's Programme, Department of Secretary of State; Office of Equal Opportunity, Public Service Commission.

* 30 members of the public appointed by the Minister responsible for the Status of Women to advise on matters of concern to women, funded by Government but independent in action.

INDONESIA

Existing machinery

National Commission on the Status of Women

Functions:

(a) Data-collecting, analysing, surveys in close co-operation with universities and departments;

(b) Information and education: it has disseminated the Declaration on the Elimination of Discrimination against Women;

(c) Recommendations and material for draft of bills (in English and Indonesian) in consultation with Kowani.

Kowani - National Council of Women of Indonesia

This organization is the only federation of women in Indonesia to be acknowledged by the Government and it has a privileged position. It works in close co-operation with the departments of Government.

Functions:

(a) Planning, programming and budgeting in co-operation with government departments (budget originates from departments), planning, programming, budgeting, based on data from the National Commission on the Status of Women and the five-year plan (Peliba);

(b) After (a) sets to work, all its member organizations (42 with an average of 50,000 members each having access to the rural areas) work towards its main objective: the elevation of the condition of rural woman by 1977;

(c) Provides recommendations and material for the drawing up of bills in consultation with the National Commission on the Status of Women.

Women's bureau in certain departments of Government

Function:

Deals with problems concerning women that falls under its jurisdiction.

Contact bureau for women workers (representing Government and private sectors)

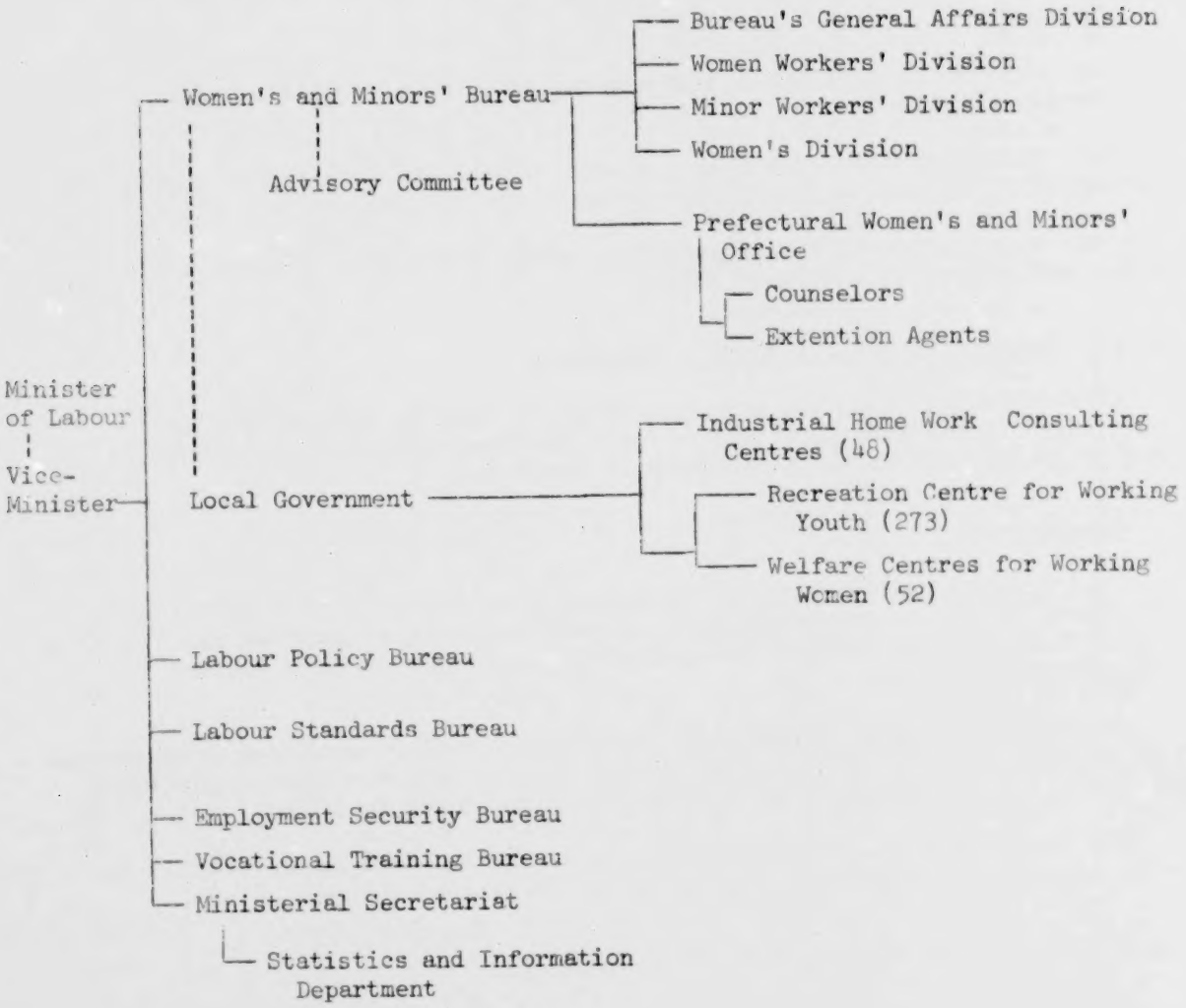
Functions:

(a) Information and eduction of women workers to make them aware of their rights;

(b) Consideration of complaints.

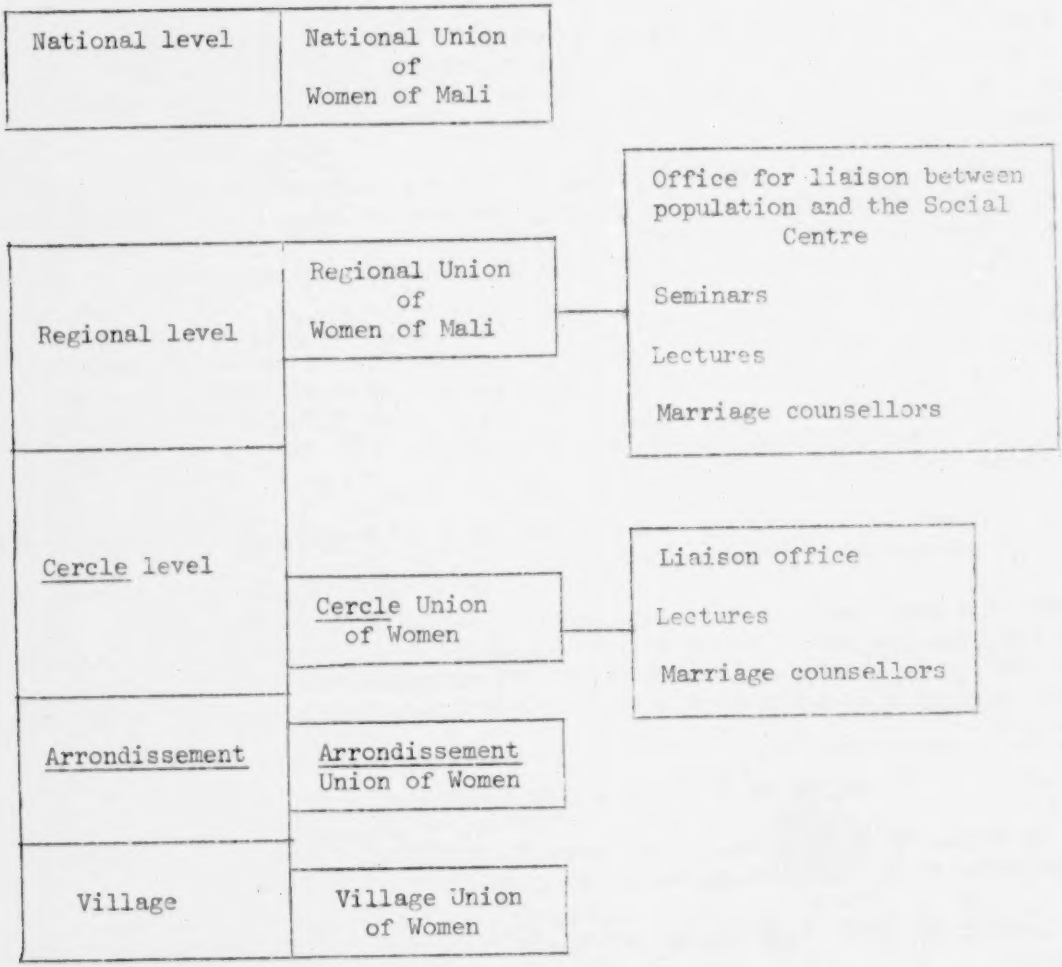
JAPAN

Diagram of the Women's and Minors' Bureau, Ministry of Labour



MALI

Structure of the National Union of Women of Mali



PERU

Technical Committee to raise the Status of Women (COTREM)

In Peru, there is a state mechanism created through the General Education Act which meets once a week to develop policy documents that will provide guidelines for action to all economic, cultural and social sectors, both public and private.

This committee, called COTREM, is composed of representatives of the Ministries of Education, Agriculture, Labour, Transportation and Communications, Health, and Fisheries, "SINAMOS" (National System to Support Social Mobilization), together with representatives of non-governmental women's organizations.

COTREM receives a small financial contribution from the Ministry of Education which provides its secretariat. Its present functions are to establish norms and propose changes but in order to do so, it must gather necessary statistical and other types of information. It also seeks to bring about effective co-ordination of the actions of the different government offices which in one way or another treat problems that specifically affect women.

Up to the present time COTREM has not been able to co-ordinate effectively the activities of private women's organizations.

COTREM is a new committee; it only began to function in October, 1973, solely at the national level, since at present there are no committees at regional or other levels. In August of this year, COTREM expressed the view that it should be reconstituted as a decentralized office, perhaps attached to the office of the Prime Minister.

The specific objectives of COTREM are the following:

(a) Increase the participation of women in productive economic activities, without discrimination and with assurance of equality of opportunity;

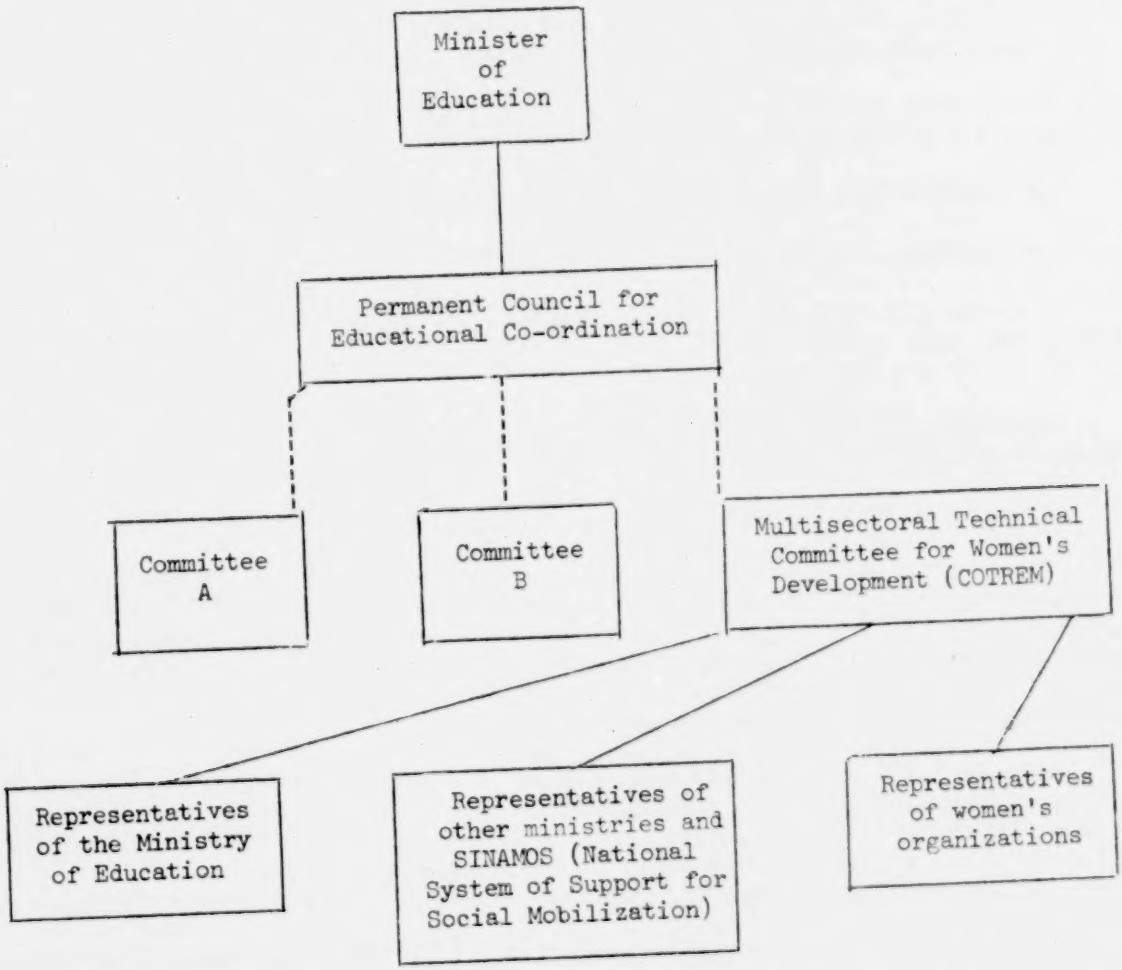
(b) Modify the status of women, proposing pertinent anti-discriminatory legal measures;

(c) Achieve a change of attitude with respect to the new role of women, at all levels and among all cultural groups in the national community;

(d) Strengthen the incorporation of women in structural changes and make possible their participation in decision-making at all levels.

PERU

Structure


Minister of Education
Permanent Council for Educational Co-ordination
Committee A
Committee B
Multisectoral Technical Committee for Women's Development (COTREM)
Representatives of the Ministry of Education
Representatives of other ministries and SINAMOS (National System of Support for Social Mobilization)
Representatives of women's organizations

SWEDEN

The Advisory Council to the Prime Ministry on Equality between Men and Women

The Advisory Council was appointed at the end of 1972.

It has five members all affiliated with the Social Democratic Party, the ruling party in Sweden. The members come from the major union organizations and from other important groups in Swedish society.

The Council works under the direct supervision of the Prime Minister and his Office. The Chairman today is one of our two Ministers of Labour.

The Council has very broad terms of reference and can work very independently.

It operates both inside and outside the Government.

Internally it can put forward viewpoints and proposals in connexion with budget estimates and the drafting of government bills. It acts as a "guerilla group" in the cabinet.

Externally it works as a pressure group with very open contacts with all kinds of authorities, institutions and organizations.

It has a staff of nine highly qualified persons at its disposal.

The Council has also a reference group of representatives in the highest positions of certain authorities and associations. This is called the General Council. This reference group is entitled to have its proposals considered by the Advisory Council which, however, remains the sole decision-making body. The General Council and the associations and authorities which it represents are important centres of information and opinion.

Another reference group is composed of 12 women from different parts of the country. Nine of them are gainfully employed in different areas of the labour market. There are also full-time housewives. These women, experiencing as they do the lack of equality at the everyday level, are an important source of knowledge and will be a great help to the Council in its work.

The Council works very openly and collaborates with both authorities and organizations of different kinds. It also initiates investigations.

Litho in United Nations, New York
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